



Onslow County, North Carolina is seeking a Solid Waste Director

Our Community

Onslow County's flat, gently rolling terrain covers 767 square miles and is located in the southeastern coastal plain of North Carolina, approximately 120 miles east of Raleigh, and 50 miles north of Wilmington. The City of Jacksonville is the County seat, and the areas surrounding the City constitute the major population centers and growth areas in the County. The County has a population of more than 200,000 people and includes the incorporated towns of Holly Ridge, Richlands, Swansboro, North Topsail Beach, a portion of Surf City and unincorporated Sneads Ferry. Onslow County is proudly the home of Camp Lejeune, the United States Marine Corps' largest installation on the east coast. There are over 45,000 Marines



and Sailors stationed aboard Marine Corps Base Camp Lejeune and Marine Corps Air Station New River.

Onslow County's location and moderate climate lends itself to be an important agricultural force with rich farmland yielding bountiful crops such as corn, soybeans, and poultry. For the outdoor enthusiast, Onslow County offers a multitude of recreational opportunities ranging from water skiing, sailing, canoeing, biking, windsurfing to fishing. In addition, there are 4 public beach access points on North Topsail Beach along with 2 bicycle routes, 3 paddle trails and 5 golf courses spread across the community. Onslow

County also has 6 district parks including New River Waterfront Park that offer amenities such as tennis courts, basketball courts, baseball, softball, football and soccer fields, sand volleyball courts, covered pavilions and picnic areas, nature and exercise trails, play areas, an all-inclusive playground and a disc golf course.

Onslow County offers education, shopping, dining, and community activities galore. With a cohesive network of government and community agencies, Onslow County is proud to host annual festivals, recreation, cultural activities and sporting events.



Festivals

Onslow County offers a wide variety of festivals year-round.

JANUARY

Snowfest

MAY

Jacksonville Jamboree

JUNE

Arts by the Sea

JULY

Ocean City Jazz Festival

Freedom Festival

Earth and Surf Festival

Polynesian Festival

AUGUST

National Night Out

Sneads Ferry Shrimp Festival

SEPTEMBER

Richlands Farmers Day

Swanfest

OCTOBER

Onslow County Fair

Swansboro Mullet Festival

Onslow Oktoberfest

NOVEMBER

Swansboro by Candlelight

Swansboro Christmas Flotilla

DECEMBER

Jacksonville Winterfest

Jacksonville Christmas Flotilla



Our Community (cont.)

There are 37 schools in the Onslow County Public School System: 20 elementary schools, 8 middle schools, 7 high schools, an early childhood development center, and an alternative learning program. Arts, computer technology and physical education are



offered as part of the curriculum in all schools. Advanced placement courses are offered in all high schools. Students may also elect to participate in Workforce Development Education programs for assistance in career exploration and technical skill development. Intramural and competitive sporting activities serve to round out student growth and development. Onslow County also offers higher education through Coastal Carolina Community College, Miller-Motte, University of North Carolina-Wilmington Extension Site, and the University of Mount Olive at Jacksonville.

Commerce

Onslow County offers a strong and stable economy. Businesses in the County have easy access to 2 separate deep-water ports, connected by 4-lane highways, in Morehead City and Wilmington. Onslow County is served by Albert J. Ellis (OAJ) Airport, located in Richlands 10 miles northwest of Jacksonville. OAJ is a modern airport offering amenities such as a café, gift shop, Wi-Fi, a digital Library kiosk, and the USO. The airport offers convenient daily flights to Hartsfield International Airport in Atlanta and Charlotte Douglas International Airport. Travelers can also charter aircraft or rent private planes at the Albert J. Ellis General Aviation Terminal.



Onslow County is home to the nation's second largest Marine installation, Marine Corps Base Camp Lejeune. Economic impact studies show that the military contributes close to \$5 billion annually to the regional economy. The County's major employers are listed below.

Employer	Industry	Employees
Department of Defense	Public Administration	1000+
Onslow County Board of Education	Education & Health Services	1000+
Marine Corps Community Services	Trade, Transportation, & Utilities	1000+
Wal-Mart Associates, Inc.	Trade, Transportation, & Utilities	1000+
County of Onslow	Public Administration	1000+
Onslow Memorial Hospital	Education & Health Services	1000+
Convergys	Professional & Business Services	500-999
Coastal Carolina Community College	Education & Health Services	500-999
Food Lion	Trade, Transportation & Utilities	500-999
City of Jacksonville	Public Administration	500-999

Sources: Jacksonville Onslow Economic Development

Demographics

2016 Estimated Population: 187,136			
Distribution by Race		Distribution by Age	
Caucasian	76.3%	0 to 19	33.22%
African American	15.9%	20 to 34	30.34%
Asian	2.2%	35 to 54	19.35%
American Indian & Alaska Native	0.9%	55 to 64	8.21%
Native Hawaiian & Other Pacific Islander	0.3%	Over 65	8.88%
Two or More Races	4.4%	Distribution by Gender	
		Female	45.7%
Hispanic or Latino*	12.2%	Male	54.3%

* Hispanic or Latino individuals may be of any race and are included in all race percentages according to the US Census Bureau

Other Statistics		Median Age	
Median Household Income	\$46,335	Onslow County	26.2
Per Capita Income	\$21,862	North Carolina	36.2
Persons in Poverty	15.3%	USA	36.4
Average Household Size	2.75 people		

Educational Achievement	
High school graduate or higher	90.8%
Bachelor's degree or higher	19.3%

Sources: US Census Bureau, Jacksonville Onslow Economic Development

Onslow County Government



Onslow County is governed by a 7-member Board of Commissioners who are all elected at-large for 4-year staggered terms. The Board of Commissioners establishes policies and ordinances that are implemented by the County Manager and County staff.

The County has approximately 1,250 total employees and is organized into 27 departments: Albert J. Ellis Airport, animal services, asset and facility management, board of elections, cooperative extension, county administration, emergency services, environmental services, finance, governing body, health, human resources, information technology services, library, museum, parks and recreation, planning and

development, purchasing, register of deeds, senior services, sheriff's office, social services, soil and water conservation, solid waste, tax, vehicle maintenance, and veteran services.

The Solid Waste Department

The Onslow County Solid Waste Department provides the citizens and business community a fully lined Subtitle D landfill and Land Clearing and Inert Debris landfill, and recycling services to meet the long-term waste disposal needs for Onslow County. The department operates 5 full-time convenience sites and 6 mobile convenience sites to serve the County.

The Solid Waste Department is an enterprise fund with a budget of \$6 million. This department is comprised of the Solid Waste Director, the Deputy Solid Waste Director, the Landfill Supervisor, the Convenience Sites Supervisor, the Scale House Supervisor, the Landfill Environmental Technician, 6 Heavy Equipment Operators, the Truck Driver, 3 Landfill Attendants, 3 Weighmasters, 7 Convenience Site Monitors, and an Office Assistant.

The Solid Waste Director

Reporting to County Administration, the ideal Solid Waste Director should be a visible, strong, and motivated leader with the passion, creativity, integrity, professionalism, and vision to grow and direct the Solid Waste Department. The Solid Waste Director oversees all personnel within the department.



Essential Duties and Responsibilities

- Plans, organizes, directs, and evaluates the daily operations of the Solid Waste department in accordance with Federal, state, and local requirements.
- Conducts long-term planning studies to ensure that the County maintains adequate disposal capacity.
- Researches, recommends, and approves contract awards for landfill operations and processes.
- Evaluates staff performance; provides feedback and counseling; takes personnel action and implements disciplinary actions when needed.
- Processes environmental monitoring reports and prepares submissions to appropriate regulatory agencies.
- Prepares annual budget and monitors expenditures.
- Interacts with citizens, customers, civic groups, and the media.
- Supervises and coordinates the work of consulting engineers and contractors.
- Performs assigned functions as a Disaster Ready Team (DRT) member.

Minimum Qualifications

Bachelor's degree with coursework in environmental science, engineering solid waste management, public administration, or related field and considerable experience in management of landfill and solid waste operations, or equivalent combination of education and experience. The selected candidate will be required to maintain a driver's license valid in the State of North Carolina.



Desired Capabilities and Traits

The successful candidate:

- effectively maintains and cultivates a talented and motivated workforce through development and management of staff talent that is located throughout the County;
- has a thorough knowledge of solid waste regulations and maintains excellent relations with regulators;
- holds knowledge and experience in equipment and fleet management including equipment acquisition as well as setting up maintenance and replacement systems;
- has a history of an outstanding safety record with excellent risk management skills;
- collaborates with other departments, contractors, consultants, and regional partners to ensure that County needs are met on a day to day basis and during times of emergency such as weather events;
- can relate to individuals of all backgrounds and educational levels; and,
- possesses excellent skills in interpersonal and written communications, strategic planning, finance and budget development, administration and intergovernmental relations.



Current Challenges & Opportunities

- Building, motivating, and communicating with a cohesive team of employees who are located throughout the County.
- Independent project management to include collaboration and communication with internal and external stakeholders.
- Determine the solid waste disposal and recycling needs of the County and develop a plan to meet those needs.
- Implementation of technology to improve efficiency and communication within the department and to the public.
- Ensuring that equipment is properly maintained and robust enough to handle the required workload.

Residency

Residency within Onslow County limits is required.

Internal Candidates

It is possible that some internal candidates will apply but Onslow County is committed to all candidates having an equal and fair chance at this opportunity.



Compensation and Benefits

The salary range is \$66,652 to \$86,649. Benefits include, but are not limited to: participation in the Local Governmental Employees Retirement System, 401(k), vacation and sick leave, medical and dental insurance, employee assistance program, group life insurance, and other supplemental benefit programs.

How to Apply

To apply, please go to <http://www.developmentalassociates.com>, and click on the Solid Waste Director – Onslow County link on the home page. All applications must be submitted online. All applications must be submitted online via the Developmental Associates application portal and NOT the County Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters can be uploaded with the application. All inquiries should be emailed to hirings@developmentalassociates.com. Onslow County is an Equal Opportunity Employer.

The Selection Process

Application review begins February 9, 2019. Finalists will participate in onsite interviews and skill assessments on March 7-8, 2019 in Onslow County. Developmental Associates, LLC is managing the recruitment and selection process for this position.



**Pride in
Service,
People
and
Place.**



Additional Information

For additional information about Onslow County, please visit:

Website: <http://www.onslowcountync.gov/>

Facebook: <https://www.facebook.com/government1>

Twitter: <https://twitter.com/OnslowPIO>

Schools: <http://onslowcounty.schoolinsites.com/>

Tourism: <http://www.onlyinonslow.com/>